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FROM: Leslie A. Van Leeuwen  
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Docket No. AUS920010236US1

Serial No. 09/895,886

Atty: MSW / JVL

Applicant: Calderaro, et al.

<input checked="" type="checkbox"/> Transmittal Letter (2 copies)	<input checked="" type="checkbox"/> Certificate of Facsimile (incl. w/Amendment)
<input checked="" type="checkbox"/> Amendment ( <u>15</u> pages)	<input type="checkbox"/> Notice of Appeal
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Deposit Acct. No. 09-0447

Fees: Amendment \_\_\_\_\_ Notice of Appeal \_\_\_\_\_ Appeal Brief \_\_\_\_\_ Other \_\_\_\_\_

File: 1030

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IBM DOCKET NO. AUS920010236US1

DATE: January 30, 2006

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Application Serial No.: 09/895,886

JAN 30 2006

Sir:

Assignee Name: International Business Machines Corporation  
Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

☒ Amendment and Response to Office Action.

Any additional filing fees have been calculated as shown below:

For	Number Filed	Number Added	Number Extra	Rate	Additional Fee
Total Claims	20	0	0	x \$50	\$ 0.00
Indep. Claims	3	0	0	x \$200	\$ 0.00

Total: \$ 0.00

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Respectfully submitted,

By Leslie A. Van Leeuwen  
Leslie A. Van Leeuwen, Reg. No. 42,196  
Van Leeuwen & Van Leeuwen  
Attorneys for Applicant  
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Atty Ref. No. 1030

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Assignee Residence: Armonk, New York

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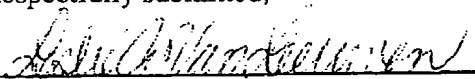
For	Number Filed	Number Added	Number Extra	Rate	Additional Fee
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Respectfully submitted,

By

  
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Atty Ref. No. 1030

JAN 30 2006

PATENT

## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:  
Calderaro, et. al.

Serial No.: 09/895,886

Filed: June 29, 2001

Title: System and Method for  
Improved Personnel  
Compensation Planning  
Factors

\$ Group Art Unit: 3628  
\$ Confirmation No.: 7083  
\$ Examiner: Harbeck, Timothy M.  
\$  
\$ Attorney Docket No.  
\$ AUS920010236US1  
\$  
\$ IBM Corporation  
\$ Intellectual Property Law  
\$ Dept.  
\$ 11400 Burnet Road  
\$ Austin, Texas 78758

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Leslie A. Van Leeuwen1/30/2006  
Date**RESPONSE TO OFFICE ACTION**

Sir:

**A. INTRODUCTORY COMMENTS**

In response to the Office Action having a mailing date of October 31, 2005, with a three-month shortened statutory period for response set to expire on January 31, 2006, Applicants respectfully request reconsideration of the outstanding rejections and reexamination of the present application in light of the following remarks and amendments.

No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to Deposit Account No. 09-0447

Docket No. AUS920010236US1

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Calderaro, et. al. - 09/895,886